

Position Description

Leader, Literacy and Numeracy Academy Programs

Why work with us

Every child and young person deserves a great education.

We have a strategy that aims to unlock every child's potential now and into the future, one that in partnership with learners, students, parents and the wider South Australian community will build a world-leading public education system. One that is equitable and prioritises learning and wellbeing.

Together we will make our education system the best it can be.

When our children and young people thrive, so do our communities and our state.

Our values

We are part of the South Australian public sector and share the values of:

							
SERVICE	PROFESSIONALISM	TRUST	RESPECT	COLLABORATION & ENGAGEMENT	HONESTY & INTEGRITY	COURAGE & TENACITY	SUSTAINABILITY
We proudly service the community and the South Australian Government.	We strive for excellence.	We have the confidence in the ability of others.	We value every individual.	We create solutions together.	We act truthfully, consistently, and fairly.	We never give up.	We work to get the best results for current and future generations of South Australians.

About this role

Effective literacy and numeracy are fundamental to learners' educational success, lifelong wellbeing and participation in society. The Literacy and Numeracy Academy is a statewide initiative that supports successive cohorts of Early Career Teachers to build professional confidence, capability and belonging through high-quality professional learning, coaching and collaborative networks.

The Leader, Literacy and Numeracy Academy Programs provides statewide leadership for the design, delivery and continuous improvement of the Literacy and Numeracy Academy, working in partnership with schools, system leaders and multidisciplinary teams to coordinate place-based coaching, curate high-quality professional learning resources, and strengthen English and Mathematics teaching across South Australian government schools.

Position title	Leader, Literacy and Numeracy Academy Programs
Classification	STL3



Division	Curriculum and Learning
Directorate	Mathematics and Numeracy Unit
Location	Education Support Hub, Hindmarsh
Reports to	Assistant Director, Mathematics and Numeracy
Direct reports	Nil
Role description date	July 2026

What you will do (key outcomes)

1. Provide strength-based coaching through responsive, growth-oriented approaches that build the capability of successive cohorts of state-wide Early Career Teachers in English and Mathematics.
2. Build professional identity and agency through coordinated wraparound support, including place-based coaching and online networks.
3. Model exemplary practice by demonstrating highly effective, explicit teaching approaches in primary English and Mathematics to strengthen classroom practice.
4. Develop high-quality learning resources by designing and maintaining an online platform that provides just-in-time support and access to curated, evidence informed resources.
5. Strengthen research and partnerships by collaborating with universities and academic partners to undertake longitudinal research, generate insights into the ECT experience, and align this work with the boarder Early Career Teacher Academy.
6. Strengthen and continuously improve the Academy through evidence-informed design, evaluation and refinement, using participant feedback, implementation evidence and outcomes to enhance program quality, educator capability and system impact.
7. Model teamwork and collaboration through positive relationships and codesign with colleagues within the Academy program and across the ECT ecosystem.
8. Contribute to a safe workplace by maintaining a safe and healthy working environment through proactive identification and reporting incidents, hazards, and injuries.

The capabilities you will bring (key competencies)

- **Communication:** High-level oral and written communication skills including successful experience developing collaborative working relationships and networks across a range of people within schools and partnerships, within an environment of changing and competing demands.
- **Instructional Leadership and Evidence-Based practices:** Extensive knowledge and experience in modelling and promoting high quality evidence-based practices with teachers to address the needs of students learning of English and Mathematics, including effective use of coaching or mentoring strategies with teachers.
- **Subject expertise:** Extensive knowledge and experience in teaching, developing and critically reviewing literacy and numeracy programs and initiatives leading to improved student learning outcomes in a range of contexts and with a diverse range of students.
- **Teamwork:** Proven ability and willingness to lead and foster a positive team culture while working in an agile environment with a service mindset to support a diverse range of stakeholders.

- **Collaboration:** Experience in effective collaborative leadership and management of differentiated learning and evidence-informed pedagogical initiatives with classroom teachers.
- **Work Health and Safety:** Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment, and the legislative requirements of Equal Opportunity and Work Health and Safety legislation.

Who you will work with (key relationships)

Direct working relationships:

- Head, Mathematics and Numeracy
- Head, English and Literacy

Internal working relationships:

- Local Education Teams
- Principals and leadership teams
- Teachers

External working relationships:

- Key partners and stakeholders

Eligibility

Applicants must be either currently registered or able to be registered to teach in South Australia. If not permanent with the Education Department, applicants must meet the department's minimum employment requirements before taking up an appointment.

Minimum departmental employment requirements for teachers include recognised teaching qualifications and registration as a teacher in South Australia and, in addition, for all applicants who are not permanent with the department will include an active on-line application in the Employable Teacher Register (ETR), a cleared Education Department Employment Declaration, Australian residency or current work permit, Reporting Abuse and Neglect training (previously known as Mandatory Notification), and an approved First Aid Certificate.

At the conclusion of a term of appointment:

- permanent Education Department employees will be placed according to the terms of their substantive appointment and the policies in operation at the time
- employees originally from other public sector organisations with a right of return, will be managed according to the provisions of the Public Sector Act 2009 (SA) and any applicable public sector determination or policies
- applicants who are not permanent employees of the department do not hold placement rights with the Department for Education at the conclusion of the appointment.

Corporate responsibilities

Special conditions

Keep accurate and complete records Act appropriately in line with the Public Sector Code of Ethics at all times Support diversity and promote an inclusive workplace for everyone Maintain a commitment to Work Health and Safety legislative requirements	A current driver's license is essential and must be willing to drive You may be asked to work out of hours You may need to travel within or outside South Australia You need to achieve mutually agreed performance goals
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Assessed by: Tazeen Adnan Lead, Corporate Leaders Advisory P&C Operations		Approved by: Alex Semmens A/Assistant Director Mathematics & Numeracy	
Date: 17 August 2026		Date: August 2026	

